

OCCUPATIONAL OUTLOOK

KERN, INYO, and
MONO COUNTIES

1995



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AUTOMOTIVE MECHANICS

Description of Occupation

The following definition was used in the survey: Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-End Mechanics. Definition did not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

Alternate titles in use include Technicians, Auto Service Technicians, Transmission Rebuilders, Fleet Mechanics and Tune up Mechanics. Related occupations not included in the survey are Machinery Maintenance Workers, Maintenance Repairers, Farm Equipment Mechanics, Aircraft Mechanics and Small Engine Specialists.

This occupation has been assigned OES code 853020. Additional information about the occupation may be found in California Occupational Guide No. 24.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow faster compared to the overall rate of growth projected for all occupations in the County.

Many employers surveyed indicate that employment in this occupation will grow over the next three years. Most others expect it to remain stable.

Major Employing Industries

Primary sources of employment may be found in the following major industries: General Automotive Repair Shops (SIC 7538), Automotive Exhaust System Repair Shops (SIC 7533), Motor Vehicle Dealers (SIC 5511), Gasoline Service Stations (SIC 5541), and Automotive Transmission Repair Shops (SIC 7537).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and little difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school or the equivalent.

Experience/Training: Most employers require 6 to 12 months of experience in the occupation while many require 24 to 36 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as electronic diagnostic knowledge and specialty electronics skills. Most employers responding to the survey reported that they seek computer skills such as database. Some others require spreadsheet knowledge. Carburetor repair skills are becoming obsolete.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: possession of good basic math skills; knowledge of how automobiles work and electronic automotive components; understanding of technical manuals to keep abreast of new technology; and the ability to learn new service and repair procedures and specifications.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Service Advisors, Shop Foreman, Managers and Fleet Mechanics II or III.

Available Training

Taft College, Southern Kern Unified School District and Bakersfield College offer training programs for those people interested in pursuing a career as an Automotive Mechanic.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$8.50 per hour with a median of \$6.00. For new hires with experience, the range is \$6.00 to \$17.00 per hour with a median of \$9.25. Workers with three years experience at the same firm may expect earnings ranging from \$7.00 to \$24.00 per hour with median earnings of \$15.50.

Union firms pay more than above wage ranges.

Fringe benefits offered to full time employees by most employers include medical, dental, vision, and life insurance, paid vacation and retirement plans. Many employers also offer paid sick leave and a few offer child care.

Workers in this occupation work an average of 41 hours per week in full time positions and 20 hours per week in part time positions.

DINING ROOM AND CAFETERIA ATTENDANTS AND BARTENDER HELPERS

Description of Occupation

The following definition was used in the survey: Dining Room and Cafeteria Attendants, and Bartender Helpers perform any combination of duties to facilitate food service. They can carry dirty dishes from the dining room to the kitchen, replace soiled table linens and set tables with silverware and glassware, and replenish supply of clean linens, silverware, glassware, and dishes. They supply the bar with food such as soups, salads, and desserts, and serve ice water and butter to patrons. They may also serve coffee to patrons and wash tables.

Alternate titles in use include Servers, Food Service Assistants, Busperson, and Bar Back Attendants. Related occupations not included in the survey are Waiters, Waitresses, Hosts, Hostesses, and Bartenders.

This occupation has been assigned OES code 650140. Additional information about the occupation may be found in California Occupational Guide No. 523.

Occupational Employment Levels in the Survey Area

This occupation is classified as large with employment projected to grow slower compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Eating Places (SIC 5812), and Drinking Places (SIC 5812), Elementary and Secondary Schools (SIC 8211), and Hotels and Motels (SIC 7011).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed high school or the equivalent.

Experience/Training: Many employers require 6 months of experience in the occupation while some require 3 months. Many employers accept training as a substitute for experience.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: ability to stand continuously, work independently, and read and follow oral and written instructions; willingness to work with close supervision and work a split shift; and possession of good oral communication skills.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Waiters, Cashiers, Managers, Hosts, Hostesses, Servers and Food Server Assistants II and III.

Available Training

Kern County Regional Occupational Program offers a training program for those people interested in pursuing a career as a Cafeteria Attendant or Bartender Helper.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$10.24 per hour with a median of \$4.25. Some new hires earn tips ranging between \$2.00 and \$2.38 per hour. For new hires with experience, the range is \$4.25 to \$13.07 per hour with a median of \$4.50 per hour. Some of these employees earn tips ranging between \$2.38 and \$3.57 per hour. Workers with three years of experience at the same firm may expect earnings ranging from \$4.25 to \$13.46 per hour with median earnings of \$5.00 per hour. Most experienced employees earn tips ranging between \$2.38 and \$4.29 per hour.

Fringe benefits offered to full time employees by most employers include medical insurance and paid vacation. Many employers also offer dental insurance. Some others offer vision and life insurance, paid sick leave, retirement plans, and child care. Fringe benefits offered to part time employees by some employers include medical, dental and vision insurance, and paid sick leave and vacation.

Union firms pay more than above wage ranges.

Workers in this occupation work an average of 39 hours per week in full time positions, and 25 hours per week in part time positions.

GENERAL OFFICE CLERKS

Description of Occupation

The following definition was used in the survey: General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing. The definition did not include workers whose duties are narrowly defined.

Alternate titles in use include Clerks, Administrative Clerks, File Clerks, Administrative Assistants, Clerk Typists and Administrative Support Clerks. Related occupations not included in the survey are Billing, Cost, Posting, Rate Clerks, Calculator Machine Operators and Receptionists.

This occupation has been assigned OES code 553470. Additional information about the occupation may be found in California Occupational Guide No. 295.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment growth projected as average relative to the overall rate of growth for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Junior Colleges and Technical Institutes (SIC 8222), Elementary and Secondary Schools (SIC 8211), Membership Organizations (SIC 8699), Offices and Clinics of Doctors of Medicine (SIC 8011), Crude Petroleum and Natural Gas (1311), General Medical and Surgical Hospitals (SIC 8062), and Help Supply Services (SIC 7363).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires completed some college but received no degree, while some have completed high school or equivalent.

Experience: Many employers require 24 months of experience in the occupation while some require 6 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as advanced computer skills.

Most employers responding to the survey reported that they seek computer skills such as Spreadsheet and Word Processing. Many others require Data Base and Desktop Publishing. Shorthand and Typewriter skills are becoming obsolete.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: possession of typing, word processing, basic computer, general office, and oral communication skills; knowledge of grammar, spelling, punctuation, and customer service; and the ability to work with close supervision, and read and follow instructions.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Secretaries, Clerks II or III, and Office Supervisors.

Available Training

Bakersfield College, Ruggenburt Career Center, Bakersfield Adult School and San Joaquin Valley College offer a training program for those people interested in pursuing a career as a General Office Clerk.

Wages and Fringe Benefits

Non-Union Wages for new hires with no experience range from \$5.68 to \$13.43 per hour with a median of \$6.88. For new hires with experience, the range is \$7.00 to \$13.43 per hour with a median of \$7.92. Workers with three years experience at the same firm may expect earnings ranging from \$7.00 to \$13.90 per hour with median earnings of \$9.32.

Union Wages for new hires with no experience range from \$5.27 to \$10.63 per hour with a median of \$8.54. For new hires with experience, the range is \$6.19 to \$10.63 with a median of \$8.54. Workers with three years experience at the same firm may expect earnings from \$6.41 to \$11.05 with a median of \$9.78.

Fringe benefits offered to full time employees by most employers include medical, dental, vision and life insurance, paid sick leave and retirement plans. Some employers also offer child care. Fringe benefits offered to part time employees by many employers include paid sick leave and vacation. Some employers also offer medical, dental, vision, and life insurance, retirement plans and child care.

Workers in this occupation work an average of 40 hours per week in full time positions, 21 hours per week in part time positions and 38 hours per week in temporary/on call positions.

MACHINISTS

Description of Occupation

The following definition was used in the survey: Machinists set up and operate machine tools and fit and assemble parts to make or repair metal parts, mechanisms, tools or machines by applying their knowledge of mechanics, shop mathematics, metal properties, and layout machining procedures. They study specifications, such as blueprints, sketches, or descriptions of parts to be replaced, and they plan sequences of operations.

Alternate titles in use include Manufacturing Technician, Lathe Operator, Precision Machinist, and Tooler. Related occupations not included in the survey are Tool and Die Makers, Mining Machine Operators, Tool Grinders, Filers, and Sharpeners. This occupation has been assigned OES code 891080. Additional information about the occupation may be found in California Occupational Guide No. 9.

Occupational Employment Levels in the Survey Area

This occupation is classified as medium with employment projected to grow slower than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will grow over the next three years. Many others expect it to remain stable.

Major employing Industries

Primary sources of employment may be found in the following major industries: Industrial and Commercial Machinery and Equipment (SIC 3599), Fluid Power Pumps and Motors (SIC 3594), Welding Repair (SIC 7692), and Aircraft Parts and Auxiliary Equipment (SIC 3728).

Demand/Supply Assessment

Employers responding to the survey reported it being very difficult finding experienced workers and having some difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while some have completed some college, but no degree.

Experience/Training: Some employers require 12 months of experience in the occupation while some require 24 months. Many require 48 to 60 months of experience. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as

computerskills.

Some employers responding to the survey reported they seek computerskills such as spreadsheets. Many others require knowledge of specialized computer programs.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to read blue prints, operate computer numerically controlled machines, and use precision and hand tools; knowledge of repairing existing machinery and safe work practices; and possession of trouble shooting skills.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Foreman, Supervisors and Leadman.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.35 to \$10.50 per hour with a median of \$7.00. For new hires with experience, the range is \$5.00 to \$14.92 per hour with a median of \$10.50. Workers with three years experience at the same firm may expect earnings ranging from \$5.00 to \$17.90 per hour with median earnings of \$13.00.

Fringe benefits offered to full time employees by most employers include medical insurance and paid vacation. Many employers also offer life insurance. Some employers offer dental and vision insurance, paid sick leave, and retirement plans.

Workers in this occupation work an average of 42 hours per week in full time positions.

MAINTENANCE REPAIRERS-GENERAL UTILITY

Description of Occupation

The following definition was used in the survey: Maintenance Repairers perform work involving two or more maintenance skills to keep the machines, mechanical equipment, and/or structure of an establishment in repair. This occupation is generally found in a small establishment where specialization in maintenance work is impractical. Their duties may involve pipefitting, boilermaking, insulating, welding, machining, machine and equipment repairing, carpentry, and electrical work, as well as planning and laying out of work relating to repairs; repairing electrical and/or mechanical equipment; installing, aligning and balancing new equipment; and repairing buildings, floors, and stairs.

Alternate titles in use include Service Technicians, Maintenance Mechanics and Maintenance Engineers and Maintenance Workers. Related occupations not included in the survey are Automotive Mechanics, Machinery Maintenance Workers and Automotive Body Related Repairers.

This occupation has been assigned OES code 851320.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow faster than average compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Elementary and Secondary Schools (SIC 8211), Hotels and Motels (SIC 7011), and Crude Petroleum and Natural Gas (SIC 1311).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school or equivalent while some have completed some college but no degree.

Experience/Training: Most employers require 6 to 12 months of experience in the occupation while many require 24 to 36 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as

computer skills. Some employers responding to the survey reported that they seek computer skills such as word processing. Some others require spreadsheet and database.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to use shop math and manual dexterity; and possession of problem solving skills and mechanical aptitude.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Foreman, Supervisors, Lead Maintenance Workers, Maintenance Workers II and Skilled Craftsman II and III.

Available Training

Greater Avenues For Independence (GAIN) offers training programs for those people interested in pursuing a career as a Maintenance Repairer.

Wages and Fringe Benefits

Union wages for new hires with no experience range from \$9.11 to \$20.00 per hour with a median of \$10.44. For new hires with experience, the range is \$8.67 to \$20.00 per hour with a median of \$11.89. Workers with three years experience at the same firm may expect earnings ranging from \$10.54 to \$22.00 per hour with median earnings of \$12.71.

Non-Union wages for new hires with no experience range from \$4.60 to \$15.00 per hour with a median of \$10.79. For new hires with experience, the range is \$5.37 to \$16.09 per hour with a median of \$12.04. Workers with three years of experience at the same firm may expect earnings ranging from \$6.90 to \$18.26 per hour with median earnings of \$12.90.

Fringe benefits offered to full time employees by most employers include medical, dental, vision, life insurance, paid sick leave and vacation, and retirement plans. A few employers also offer child care. Fringe benefits offered to part time employees by some employers include medical, dental, life insurance, paid sick leave and vacation, and retirement plans. A few employers offer vision insurance.

Workers in this occupation work an average of 41 hours per week in full time positions and 39 hours per week in part time positions.

MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS

Description of Occupation

The following definition was used in the survey: Marketing, Advertising, and Public Relations Managers formulate marketing policies, direct sales activities, and plan, organize, and direct advertising and public relations activities for a department, an entire organization, or on an account basis. Alternate titles in use include Advertising Representatives, Sales Managers, Director of Sales, and Sales Consultants. Related occupations not included in the survey are Financial Managers, Purchasing Managers, Personnel Trainers, and Labor-Relations Managers.

This occupation has been assigned OES code 130110. Additional information about the occupation may be found in California Occupational Guide No. 276.

Occupational Employment Levels in the Survey Area

This occupation is classified as medium with employment projected as average relative to the overall rate of growth projected for all occupations in the County.

Many employers surveyed indicate that employment in this occupation will remain stable over the next three years. Many others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Newspapers: Publishing and Printing (SIC 2711), Hotels and Motels (SIC 7011), Radio Broadcasting Stations (SIC 4832), and Motor Vehicle Dealers (SIC 5571).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed some college, but no degree or a Bachelor of Science degree while some have completed an Associate of Arts degree.

Experience/Training: Some employers require 12 months of experience in the occupation while many require 24 to 48 months. Many employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills.

Many employers responding to the survey reported they seek computer skills such as

spreadsheet, database, and desktop publishing. Many others require word processing skills.

Although not reported by local employers, important job skills noted in the Occupational Outlook Handbook include the following: ability to work independently, work under pressure, develop marketing and pricing strategy, and write effectively; and possession of verbal communication and presentation skills, and media advertising sales skills.

Promotion Information

Many employers offer promotions from this position to a higher level position. These positions may include: General Managers and Vice President of Sales.

Available Training

Kern County Regional Occupational Program (KCROP), Kern Regional Occupational Program (KROP), North Kern Vocational Training Center (NKVTC) and Santa Barbara Business College (SBBC) offer training programs for those people interested in pursuing a career as an Advertising, Marketing or Public Relations Manager.

Wages and Fringe Benefits

Wages, including tips and commissions, for new hires with no experience range from \$5.75 to \$17.26 per hour with a median of \$8.07. For new hires with experience, the range is \$6.90 to \$21.58 per hour with a median of \$14.38. Workers with three years experience at the same firm may expect earnings ranging from \$6.90 to \$28.77 per hour with median earnings of \$18.41.

Fringe benefits offered to full time employees by most employers include medical, dental, life insurance, paid sick leave and vacation, and retirement plans. Some employers also offer vision insurance.

Workers in this occupation work an average of 43 hours per week in full time positions.

NURSES AIDES

Description of Occupation

The following definition was used in the survey: Nurses Aides work under the direction of nursing or medical staff to provide auxiliary services in the care of patients. They perform duties such as answering patients' call bells, serving and collecting food trays, and feeding patients. Nurses Aides may be called Assistants, Attendants, or Orderlies. Orderlies are primarily concerned with care of male patients, setting up equipment, and relieving nurses of heavier work. The definition did not include Psychiatric Aides and Home Health Aides.

Alternate titles in use include Nursing Assistants, Certified Nursing Assistants, Certified Nursing Aides, and Health Care Assistants. Related occupations not included in the survey are Medical Assistants, Registered Nurses, Health Service Workers, Home Health Aides, Licensed Vocational Nurses, and Psychiatric Technicians or Aides.

This occupation has been assigned OES code 660080. Additional information about the occupation may be found in California Occupational Guide No. 442.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow much faster than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth, and some expect a decline.

Major Employing Industries

Primary sources of employment may be found in the following major industries: General Medical and Surgical Hospitals (SIC 8062), Skilled Nursing Care Facilities (SIC 8051), and Nursing and Personal Care Facilities, Not Elsewhere Classified (SIC 8059).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school, while many have not.

Experience/Training: Most employers require 6 months of experience in the occupation

while some require 9 to 12 months. Many employers accept training as a substitute for experience. Most employers require completion of a Certified Nursing Assistant training program.

Other Skills and Requirements: Employers reported emerging needs for skills such as Home Health Care.

Many employers responding to the survey reported they seek computer skills such as database.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: possession of good health, patience, understanding, emotional stability, and dependability; desire to help people; and the willingness to work repetitive and routine tasks.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Restorative Nursing Assistants, Unit Secretaries, Rehabilitation Aides, Central Supply Clerks and with further education Registered Nurses.

Available Training

Kern Regional Occupational Center, Kern High School District, Delano Adult School, and Porterville College offer training programs for those people interested in pursuing careers as a Nurses Aides.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.71 to \$8.24 per hour with a median of \$5.40. For new hires with experience, the range is \$5.00 to \$8.76 per hour with a median of \$5.45. Workers with three years experience at the same firm may expect earnings ranging from \$5.10 to \$9.36 per hour with median earnings of \$6.02.

Union members may pay more than above wage ranges.

Fringe benefits offered to full time employees by most employers include: medical, dental, vision, and life insurance, paid sick leave and paid vacation, and retirement plans. A few employers also offer child care. Fringe benefits offered to part time employees by many employers include paid sick leave and paid vacation. Some employers offer medical, dental and, vision insurance and retirement plans.

Workers in this occupation work an average of 40 hours per week in full time positions, 26 hours per week in part time positions, and 15 hours per week in temporary\on call positions.

PETROLEUM TECHNICIANS AND TECHNOLOGISTS

Description of Occupation

The following definition was used in the survey: Petroleum Technicians and Technologists assist scientists in both laboratory and production activities in the use of electrical, gravity-measuring, sonic, or nuclear measuring instruments to obtain data indicating potential sources of metallic ore, gas, or petroleum. They analyze mud and drill cuttings to determine petroleum and mineral content and physical characteristics. They chart pressure, temperature, and other characteristics of oil and gas wells, bore holes, or produce wells. They investigate and collect information concerning oil well drilling operations, geological and geophysical prospecting, and land and lease contracts from other oil fields, that lead to possible discovery of new oil fields.

Alternate titles in use include Engineering Technicians and Laboratory Technicians. Related occupations not included in the survey are Physical Life Science Technicians and Chemical Technicians.

This occupation has been assigned OES code 245110. Additional information about the occupation may be found in California Occupational Guide No. 201.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to have average growth when compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years.

Major Employing Industries

Primary sources of employment may be found in the following major industry: Crude Petroleum and Natural Gas (SIC 1311).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and some difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed some college but not received a degree while some have completed their Associate of Arts or Bachelors degree.

Experience/Training: Most employers require 24 to 36 months of experience in the occupation while some require 48 to 80 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Few employers reported emerging needs for skills such as knowledge of petroleum software.

Most employers responding to the survey reported they seek computer skills such as word processing, spreadsheet, and database. Some others require knowledge of specialized software.

Although not reported by local employers, important job skills noted in the Occupational Outlook Handbook include: knowledge of geology, laboratory procedures and calibrate instruments, and computer applications in research; and the ability to prepare mud analysis logs and collect geological samples for analysis.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Analysts, Foreman, Engineers, Geologists and Geophysicists.

Available Training

Taft College offers a training program for those people interested in pursuing careers as Petroleum Technicians and Technologists.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$12.56 to \$14.38 per hour with a median of \$13.64. For new hires with experience, the range is \$14.38 to \$22.44 per hour with a median of \$17.26. Workers with three years experience at the same firm may expect earnings ranging from \$17.26 to \$36.25 per hour with median earnings of \$21.58.

Fringe benefits offered to full time employees by most employers include medical, dental and life insurance, paid sick leave and vacation, and retirement plans. Some employers also offer vision insurance.

Workers in this occupation work an average of 40 hours per week in full time positions and 29 hours per week in part time positions.

PROPERTY AND REAL ESTATE MANAGERS AND ADMINISTRATORS

Description of Occupation

The following definition was used in the survey: Property and Real Estate Managers and Administrators plan, organize, direct, control, or coordinate real estate property management, purchase, sales, and leasing activities. Their work involves management of buildings or properties, management of real estate buying and selling activities for clients or employers, and management of rented or leased housing units, buildings, or land (including rights-of-way). The definition did not include workers whose duties are not primarily managerial or who are engaged primarily in direct buying or selling of real estate.

Alternate titles in use include On Site Managers, Property Managers, Apartment Managers and Resident Managers. Related occupations not included in the survey are Industrial Production Managers.

This occupation has been assigned OES code 150110.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to grow faster than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable for the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Real Estate Agents and Managers (SIC 6513), Operators of Residential Mobile Home Sites (SIC 6515), Operators of Apartment Buildings (SIC 6513), and Operators of Dwelling Other Than Apartment Buildings (SIC 6515).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school or the equivalent while some have completed some college but no degree.

Experience/Training: Most employers require 6 to 12 months of experience in the occupation while some require 24 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills. Most employers responding to the survey reported that they seek computer skills such as spreadsheet, many others require word processing and database.

Although not reported by local employers, important job skills noted by employers in other parts of the state and in the Occupational Outlook Handbook include the following: ability to maintain financial records, plan and organize the work of others, prepare and arrange sales contracts, and negotiate property leases; and possession of a California Real Estate License.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Supervisors.

Available Training

Bakersfield College and Porterville College offer training programs for those people interested in pursuing a career as a Property and Real Estate Manager or Administrator.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.75 to \$10.86 per hour with a median of \$5.05. For new hires with experience, the range is \$4.86 to \$11.51 per hour with a median of \$6.00. Workers with three years experience at the same firm may expect earnings ranging from \$4.86 to \$14.06 per hour with median earnings of \$7.28. Many employers also include free housing which is calculated into wages.

Fringe benefits offered to full time employees by most employers include medical insurance, paid sick leave and paid vacation. Some employers also offer dental and life insurance. Fringe benefits offered to part time employees by some employers include paid sick leave and vacation.

Workers in this occupation work an average of 41 hours per week in full time positions, 23 hours per week in part time positions and 8 hours per week in temporary/on call positions.

RESPIRATORY CARE PRACTITIONERS

Description of Occupation

The following definition was used in the survey: Respiratory Care Practitioners provide diagnostic and therapeutic respiratory care. They set up and operate various types of equipment to measure pulmonary function, and administer oxygen therapy, ventilatory therapy, and cardiopulmonary resuscitation. They observe, monitor, and record the patient's responses to treatments and maintain patient records.

Alternate titles in use include Respiratory Care Therapists, Respiratory Technicians and Respiratory Therapists. Related occupations not included in the survey are Occupational Therapists, Physical Therapists, Therapists, Recreational Therapists and Speech Therapists.

This occupation has been assigned OES code 323020. Additional information about the occupation may be found in California Occupational Guide No. 454.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to grow much faster than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect a decline.

Major Employing Industries

Primary sources of employment may be found in the following major industries: General Medical and Surgical Hospitals (SIC 8062) and Offices and Clinics of Doctors of Medicine (SIC 8011).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed high school, or equivalent, while some have completed some college, but no degree. Many others have received their AA degree.

Experience/Training: Many employers require 6 months of experience in the occupation while many others require 12 to 24 months. Many employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as home care skills. Many employers responding to the survey reported that they seek computer skills such as database.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: ability to record the condition of patients, administer pulmonary function tests, and assist physicians during bronchoscopy; possession of a Respiratory Care Practitioner Permit, patient assessment skills, and basic math skills; and eligibility to become, or certified as a Registered Respiratory Therapist.

Promotion Information

Most employers offer promotions from this position to a higher level position, many do not. These positions may include: Functional Coordinators.

Available Training

San Joaquin Valley College offers programs for those people who are interested in pursuing a career as a Respiratory Care Practitioner.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$9.60 to \$12.22 per hour with a median of \$11.18. For new hires with experience, the range is \$10.37 to \$15.20 per hour with a median of \$14.95. Workers with three years experience at the same firm may expect earnings ranging from \$11.95 to \$17.13 per hour with median earnings of \$16.00.

Fringe benefits offered to full time employees by Most employers include medical, dental, vision, and life insurance, paid sick leave and vacation, and retirement plans. Fringe benefits offered to part time employees by many employers include medical, dental, and vision insurance, paid sick leave and paid vacation. Some offer life insurance and retirement plans.

Workers in this occupation work an average of 40 hours per week in full time positions, 35 hours per week in part time positions and 31 hours per week in temporary/on call positions.

ROTARY DRILL OPERATORS-OIL AND GAS EXTRACTION

Description of Occupation

The following definition was used in the survey: Rotary Drill Operators set up or operate a variety of drills to remove petroleum products from the earth and to remove core samples for testing during oil and gas exploration. The definition included the occupations of Core and Rotary Drillers, and Well and Prospecting Drillers.

Alternate titles in use include Drillers, Floormen, Motormen, and Derrick Men. Related occupations not included in the survey are Service Unit Operators, Rotary Derrick Operators, Mining and Quarrying Driller Operators.

This occupation has been assigned OES code 8791 10. Additional information about the occupation may be found in California Occupational Guide No. 492.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to decline slowly as compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Drilling Oil and Gas Wells (SIC 1381), Oil and Gas Field Services (SIC 1389), and Crude Petroleum and Natural Gas (SIC 1311).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and some difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed high school.

Experience/Training: Most employers require 6 months of experience in the occupation while some require 12 months. Most employers accept training as a substitute for experience.

Although not reported by local employers, important job skills noted in the Occupational Outlook Handbook include: the possession of physical strength; and the ability to handle equipment such as power tools, electronic testers, hand-held computers for reading tanks, and forklifts.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Toolpushers, Rig Supervisors and Head Operators.

Available Training

Westec offers a training program for those people interested in pursuing a career as a Rotary Drill Operator.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$5.50 to \$19.55 per hour with a median of \$10.50. For new hires with experience, the range is \$6.00 to \$19.55 per hour with a median of \$13.25. Workers with three years experience at the same firm may expect earnings ranging from \$8.00 to \$19.55 per hour with median earnings of \$13.82.

Fringe benefits offered to full time employees by most employers include retirement plan, paid vacation, medical, dental and life insurance. Some employers also offer paid sick leave, vision insurance.

Workers in this occupation work an average of 44 hours per week in full time positions and 44 hours per week in seasonal positions

SALES REPRESENTATIVES-EXCEPT SCIENTIFIC AND RELATED PRODUCTS AND SERVICES AND RETAIL

Description of Occupation

The following definition was used in the survey: Sales Representatives, Except Scientific and Related Products, sell goods and services for wholesalers or manufacturers to businesses or groups of individuals. This work requires a substantial knowledge of the items sold. Sales representatives solicit orders from established clients or secure new customers.

Alternate titles in use include Account Executives, Sales Engineers, Outside Sales, Inside Sales, and Pre-sell Representatives. Related occupations not included in the survey are Counter and Retail Clerks, Vehicle Salespersons, Cashiers, Stock Clerks, and Sales Agents.

This occupation has been assigned OES code 490080.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow slower than average compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will grow over the next three years. Some others expect it to remain stable.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Fresh Fruits and Vegetables (SIC 5148), Groceries and Related Products (SIC 5149), Industrial Supplies (SIC 5085), Metals Service Centers and Offices (SIC 5051), Electrical Apparatus and Equipment, Wiring Supplies and Construction Materials (SIC 5063), Motor Vehicle Supplies and New Parts (SIC 5013), Office Equipment (SIC 5044), and Farm and Garden Machinery and Equipment (SIC 5083).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed some college, but no degree while some have completed High School or the equivalent.

Experience/Training: Most employers require 12 to 24 months of experience in the occupation, while some require 36 months. Most employers also accept training as a substitute for experience.

Other Skills and Requirements: Some employers reported emerging needs for skills such as computer skills.

Most employers responding to the survey reported they seek computer skills such as spreadsheets.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to apply sales techniques, write effectively, and demonstrate knowledge of specific products; understanding of inventory techniques; and possession of verbal presentation skills.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Sales Managers and Supervisors.

Available Training

National Training Institute (NTI) offers a training program for those people interested in pursuing a career as a Sales Representative.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$5.00 to \$10.55 per hour with a median of \$8.36. Many new hires earn tips ranging between \$.92 and \$5.75 per hour. For new hires with experience, the range is \$5.27 to \$14.38 per hour with a median of \$10.13. Many of these employees earn tips ranging between \$.92 and \$5.75 per hour. Workers with three years experience at the same firm may expect earnings ranging from \$6.23 to \$17.26 per hour with median earnings of \$12.79. Many experienced employees earn tips ranging between \$.92 and \$9.59 per hour.

Fringe benefits offered to full time employees by most employers include: medical, dental, life insurance, paid sick leave and vacation, and retirement plans. Some employers also offer vision insurance.

Workers in this occupation work an average of 43 hours per week in full time positions, and 30 hours in part time positions.

STOCK CLERKS-STOCKROOM, WAREHOUSE, AND STORAGE YARD

Description of Occupation

The following definition was used in the survey: Stock Clerks receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard, and keep records and compile stock reports. The definition did not include Stockroom Laborers and workers whose primary duties involve shipping, weighing, and checking. Alternate titles in use include Receiving Clerks, Parts Clerks, Store Clerks, and Distribution Clerks. Related occupations not included in the survey are Ticket Markers, Order Fillers, Shipping Order Clerks, Weighers, Measurers, Recordkeeping, and Marking Clerks. This occupation has been assigned OES code 580230. Additional information about the occupation may be found in California Occupational Guide No. 74.

Occupational Employment Levels in the Survey Area

This occupation is classified as large with employment projected to grow slower than average compared to the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Motor Vehicle Dealers (SIC 5511), Department Stores (SIC 5311), General Medical and Surgical Hospitals (SIC 8062), Grocery Stores (SIC 5411), Auto and Home Shopping Stores (SIC 5531), Elementary and Secondary Schools (8211), and Fresh Fruits and Vegetables (SIC 5148).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed high school or the equivalent.

Experience/Training: Some employers require 6 months of experience in the occupation while some require 8 to 24 months.

Some employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills.

Many employers responding to the survey reported they seek computer skills such as database.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: ability to do shelf stocking work, read and follow instructions; possession of labeling skills, physical strength, record keeping skills, inventory techniques, and basic math skills.

Promotion Information

Many employers offer promotions from this position to a higher level position. These positions may include: Managers, Counter Sales and Parts Salesperson.

Available Training

Our research indicates no training is available for this occupation.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$11.00 per hour with a median of \$6.00. For new hires with experience, the range is \$4.75 to \$11.00 per hour with a median of \$7.74. Workers with three years experience at the same firm may expect earnings ranging from \$5.18 to \$21.71 per hour with median earnings of \$8.51.

Fringe benefits offered to full time employees by most employers include medical, dental, and life insurance, paid vacation, and retirement plans. Many employers also offer vision insurance and some offer paid sick leave. Fringe benefits offered to part time employees by some employers include medical, dental, and vision insurance, paid sick leave, paid vacation, and retirement plans.

Workers in this occupation work an average of 42 hours per week in full time positions, 24 hours per week in part time positions, and 10 hours per week in temporary/on call positions.

TRAVEL AGENTS

Description of Occupation

The following definition was used in the survey: Travel Agents plan entire trips for customers of their travel agency. Their duties include determining destinations, modes of transportation, travel dates, costs, accommodations required, and planning, describing, or selling itinerary package tours. Travel Agents may specialize in foreign or domestic service, individual or group travel, specific geographical area, airplane charters, or package tours.

Alternate titles in use include Travel Consultants, Cruise Agents and Travel Counselors. Related occupations not included in the survey are Sales Representatives, Ticket Brokers, Appraisers and Sales Agents.

This occupation has been assigned OES code 430210. Additional information about the occupation may be found in California Occupational Guide No. 213.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to grow much faster than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will grow over the next three years. Many others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industry: Travel Agencies (SIC 4724).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and little difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported many of their recent hires have completed some college, but no degree while some have completed high school.

Experience/Training: Many employers require 6 to 12 months of experience in the occupation while some require 24 months. Most employers usually accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills.

Many employers responding to the survey reported they seek computer skills such as Database. Many others require desktop publishing and some require spreadsheet and word processing knowledge.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: knowledge of geography, telephone answering skills, oral communication skills, and customer service skills; and the ability to work independently and have patience with customers.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Managers and Senior Travel Agents.

Available Training

Santa Barbara Business College offers a training program to those people interested in pursuing a career as a travel agent.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$12.50 per hour with a median of \$5.00. Some new hires earn commissions ranging between \$1.25 and \$5.19 per hour. For new hires with experience, the range is \$4.25 to \$12.50 per hour with a median of \$6.00 per hour. Some of these employees earn commissions ranging between \$2.50 and \$5.19 per hour. Workers with three years of experience at the same firm may expect earnings ranging from \$4.25 to \$13.50. Some experienced employees earn commissions ranging between \$5.19 and \$7.50 per hour.

Fringe benefits offered to full time employees by most employers include paid sick leave and vacation. Many employers also offer medical insurance and some offer dental, vision, and life insurance. Fringe benefits offered to part time employees by some employers include paid sick leave and vacation.

Workers in this occupation work an average of 41 hours per week in full time positions, 20 hours per week in part time positions, and 10 hours per week in temporary/on call positions.

VETERINARY ASSISTANTS

Description of Occupation

The following definition was used in the survey: Veterinary Assistants examine animals for a veterinarian. They prepare animals for surgery, perform post-operational medical treatment as needed, and give medications to animals. They usually work directly under the supervision of a Veterinarian. They receive extensive training on the job and may also have some post secondary education such as trade school or junior college.

Alternate titles in use include Animal Health Technicians, Registered Veterinary Technicians and Veterinary Technicians. This occupation has been assigned OES code 798060.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to grow much faster than the overall rate of growth projected for all occupations in the County.

Most employers surveyed indicate that employment in this occupation will grow over the next three years. Many others expect to remain stable.

Major Employing Industries

Primary sources of employment may be found in the following major industry: Veterinary Services For Animal Specialties (SIC 0742).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed some college but no degree, while many have completed high school or equivalent.

Experience/Training: Most employers require 6 months of experience in the occupation while many require 12 months. Many others accept training as a substitute for experience. Also, an Animal Health Technician License is required by the state of California.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills and hygiene and blood testing skills. Many employers responding to the survey reported that they seek computer skills such as database and spreadsheet. Manual laboratory skills are becoming obsolete.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: ability to follow laboratory procedures,

operate precision lab equipment, administer medications, accurately record and report information, and lift 50 pounds; and possess instrument sterilization knowledge and basic math skills.

Promotion Information

Most employers do not offer promotions from this position to a higher level position, some do. These positions may include: Office Managers, and after schooling, Veterinarians.

Available Training

San Joaquin Valley College offers a training program for those interested in pursuing a career as a Veterinary Assistant.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$10.00 per hour with a median of \$5.50. For new hires with experience, the range is \$5.00 to \$11.00 per hour with a median of \$6.50. Workers with three years experience at the same firm may expect earnings ranging from \$7.00 to \$13.00 per hour with median earnings of \$8.50.

Fringe benefits offered to full time employees by most employers include paid sick leave and vacation. Some employers also offer medical insurance, and retirement plans. Fringe benefits offered to part time employees by some employers include paid sick leave and vacation.

Workers in this occupation work an average of 40 hours per week in full time positions, 21 hours per week in part time positions and 5 hours per week in temporary/on call positions.

CARPENTERS

Description of Occupation

The following definition was used in the survey: Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members, and fixtures and equipment using carpentry tools and woodworking machines. The definition did not include Cabinetmakers and Bench Carpenters.

Alternate titles in use include Leadman, and Rough and Finish Carpenters. Related occupations not included in the survey are Installers, Repairers, Ceiling Tile Installers, Tapers, Lathers, and Drywall Installers.

This occupation has been assigned OES code 871020. Additional information about the occupation may be found in California Occupational Guide No. 169.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow slower than the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will grow over the next three years. Some others expect it to remain stable.

Major Employing Industries

Primary sources of employment may be found in the following major industries: General Contractors Single Family Houses (SIC 1521), Carpentry Work (SIC 1751), Hotels and Motels (SIC 7011), Offices and Clinics of Health (SIC 8049), General Contractors- Industrial Buildings and Warehouse (SIC 1541), and Water Supply (SIC 4941).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and a little difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while many have completed some college but no degree.

Experience/Training: Some employers require 6 to 12 months of experience while some require 36 months. Many employers accept training as a substitute for experience.

Other Skills and Requirements: Some employers reported emerging needs for such skills as computer skills and metal buildings skills.

Although not reported by local employers, important job skills noted by employers in other parts of the state include the following: ability to perform strenuous and physically

demanding work, read blueprints and drafting tools, lift at least 50 pounds, and work independently; and possession of finish and rough carpentry skills.

Promotion Information

Some employers offer promotions from this position to a higher level position. These positions may include: Foreman.

Available Training

Carpenters Local No. 743, Career Development Center, Building and Construction Trades Council, and Porterville College offer training programs for those people interested in pursuing a career as a Carpenter.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$6.00 to \$15.00 per hour with a median of \$9.00. For new hires with experience, the range is \$9.11 to \$19.00 per hour with a median of \$12.50. Workers with three years experience at the same firm may expect earnings ranging from \$10.07 to \$25.00 per hour with median earnings of \$16.50.

Fringe benefits offered to full time employees by many employers include medical insurance, paid vacation, and retirement plans. Some employers also offer dental and life insurance, and paid sick leave.

Workers in this occupation work an average of 41 hours per week in full time positions, 26 hours per week in part time positions, and 27 hours per week in seasonal positions.

CASHIERS

Description of Occupation

The following definition was used in the survey: Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.

Alternate titles in use include Attendants, Clerks, and Grocery Clerks. Related occupations not included in the survey are Stock Clerks, Counter and Retail Clerks, Court Clerks, Advertising Clerks, and Real Estate Clerks.

This occupation has been assigned OES code 490230. Additional information about the occupation may be found in California Occupational Guide No. 31.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow much faster than the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Grocery stores (SIC 5411), Gasoline Service Stations (SIC 5541), Sporting Goods Stores and Bicycle Shops (SIC 5941), Eating Places (SIC 5812), Video Tape Rental Stores (SIC 7841), and Groceries, General Line (SIC 5141).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and some difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while some have completed some college but no degree.

Experience/Training: Some employers require 6 months of experience in the occupation. Most employers accept training as a substitute for experience.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to work independently, work under pressure, and follow check cashing procedures; and possession of record keeping skills, cash handling skills, and public contact skills.

Promotion Information

Most employers offer promotions from this position to a higher level position, while many do not. These positions may include: Sales Associates and Grocery Clerks.

Available Training

West Side Regional Occupational Program offers a training program for those people interested in pursuing a career as a cashier.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$7.50 per hour with a median of \$5.00. For new hires with experience, the range is \$4.25 to \$8.00 per hour with a median of \$6.00. Workers with three years experience at the same firm may expect earnings ranging from \$5.00 to \$9.50 per hour with median earnings of \$8.00.

Fringe benefits offered to full time employees by many employers includes paid vacation. Some employers also offer medical, dental and life insurance, and paid sick leave.

Workers in this occupation work an average of 39 hours per week in full time positions, 23 hours in part time positions, 14 hours per week in temporary/on call positions, and 8 hours in seasonal positions.

PAINTERS, PAPERHANGERS- CONSTRUCTION AND MAINTENANCE

Description of Occupation

The following definition was used in the survey: Painters paint walls, equipment, buildings, bridges, and other structural surfaces using brushes, rollers, and spray guns. They may mix colors or oils to obtain desired color or consistency. Paperhangers cover interior walls and ceilings of rooms with decorative wall paper or fabric.

Alternate titles in use include Protective Coating Applicators, Sprayers, Foreman, Painter Helpers, and Journeyman. Related occupations not included in the survey are Plasterers and Stucco Masons, Drywall and Construction.

This occupation has been assigned OES code 874020. Additional information about the occupation may be found in California Occupational Guide No. 148.

Occupational Employment Levels in the Survey Area

This occupation is classified as medium with employment projected to remain stable compared to the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth, while some other expect a decline.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Hotel and Motel (SIC 7011), Painting and Paperhanging (SIC 1721), Plastering, Drywall, Acoustical, and Insulation Work (SIC 1742), Operative Builders (SIC 1531), General Medical and Surgical Hospitals (SIC 8062), and General Contractors - Single Family Houses (SIC 1521).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and some difficulty finding inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school or equivalent.

Experience/Training: Some employers require 48 months of experience in the occupation while some require 6 to 24 months. Most employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer knowledge.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: knowledge of paints and related chemicals, and spraying liqueur; ability to use an airless sprayer, pay attention to detail, and work from ladders and scaffolds; and possession of metal painting skills, surface preparation skills, and good color perception.

Promotion Information

Most employers do not offer promotions from this position to a higher level position. These positions may include: Crew Leaders.

Available Training

Painters Local 314 offers a training program to those people interested in pursuing a career as a painter. Painters Local 314 reported 3 to 4 completers per year with a 100% placement rate. Painters Local 314 is an apprenticeship program, so training is done by a person working in this occupation.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$6.00 to \$15.00 per hour with a median of \$7.50. For new hires with experience, the range is \$7.98 to \$15.00 per hour with a median of \$12.50. Workers with three years experience at the same firm may expect earnings ranging from \$9.00 to \$18.00 per hour with median earnings of \$15.00.

Fringe benefits offered to full time employees by some employers include: medical, dental, and life insurance, paid sick leave, paid vacation, and retirement plans.

Workers in this occupation work an average of 40 hours per week in full time positions, 30 hours per week in part time positions, 27 hours per week in temporary/on call positions, and 33 hours per week in seasonal positions.

RECEPTIONISTS AND INFORMATION CLERKS

Description of Occupation

The following definition was used in the survey: Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. The definition did not include Receptionists who primarily operate switchboards.

Alternate titles in use include Reservation Clerks, Office Assistants, Office Automation Clerks, and Front Office Staff. Related occupations not included in the Survey are Typists-including Word Processing, Secretaries, File Clerks, Personnel Clerks, Order Clerks, Correspondence Clerks, and Customer Service Representatives.

This occupation has been assigned OES code 553050. Additional information about the occupation may be found in California Occupational Guide No. 21.

Occupational Employment Levels in the Survey Area

This occupation is classified as medium with employment projected to slowly decline compared with the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Offices and Clinics of Dentists (SIC 8021), Offices and Clinics of Optometrists (SIC 8042), Offices and Clinics of Doctors (SIC 8011), Business Associations (SIC 8611), Hotels and Motels (SIC 7011), Legal Services (SIC 8111), and Photographic Studies, Portrait (SIC 7221).

Demand/Supply Assessment

Employers responding to the survey reported little difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while some have completed some college, but no degree.

Experience/Training: Most employers require 6 months of experience in the occupation while some require 12 months. Some employers accept training as a substitute for experience.

Other Skills and Requirements: Most employers reported emerging needs for skills such as computer skills.

Many employers responding to the survey reported they require computer skills such as spreadsheets. Some others require desktop publishing, word processing, and database.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to perform alpha/numeric filing, operate a multi-line command phone center, use word processing software, and type at least 45 wpm; willingness to work with close supervision; and possession of good telephone skills, good customer service skills, public contact skills, and telephone answering skills.

Promotion Information

Some employers promote from this position to a higher level position, most do not. These positions may include: Administrative Positions.

Available Training

North Kern Vocational Training Center, Cerro Coso Community College, and Bakersfield College offer training programs for those people interested in pursuing a career as a Receptionist.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$5.00 to \$9.00 per hour with a median of \$6.87. For new hires with experience, the range is \$5.00 to \$10.00 per hour with a median of \$8.00. Workers with three years experience at the same firm may expect earnings ranging from \$5.00 to \$15.00 per hour with median earnings of \$9.17.

Fringe benefits offered to full time employees by most employers include medical insurance and paid vacation. Many employers also offer dental and life insurance, paid sick leave, and retirement plans, while some others offer vision insurance and child care. Fringe benefits offered to part time employees by some employers include medical and dental insurance, paid sick leave and paid vacation.

Workers in this occupation work an average of 40 hours per week in full time positions, 25 hours per week in part time positions, 20 hours per week in temporary/on call positions, and 36 hours per week in seasonal positions.

SALESPERSONS-RETAIL (EXCEPT VEHICLE SALES)

Description of Occupation

The following definition was used in the survey: Retail Salespersons sell a variety of merchandise to the public. They assist the customer in making selections, obtain or receive the merchandise, total the bill, receive the payment in cash or by check or credit card, operate a cash register, and make change for the customer. They may stock shelves and set up advertising displays. The definition did not include workers who work primarily as Cashiers.

Alternate titles in use include Sales Associates, Register and Customer Care, Clerks, Checkout Clerks, and Selling Specialists. Related occupations not included in the survey are Stock Clerks, Cashiers, Counter Clerks, and Buyers.

This occupation has been assigned OES code 490112. Additional information about the occupation may be found in California Occupational Guide No. 536.

Occupational Employment Levels in the Survey Area

This occupation is classified as very large with employment projected to grow much faster than the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: Sporting Goods and Bicycle Shops (SIC 5941), Childrens Department Stores (SIC 5311), Miscellaneous General Merchandise Stores (SIC 5399), Grocery Stores (SIC 5411), Family Clothing Stores (SIC 5651), and Drug Stores and Proprietary Stores (SIC 5912), Stationary Stores (SIC 5943), Shoe Stores (SIC 5661), Furniture Stores (SIC 5712), and Hardware Stores (SIC 5251).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while some have completed their Associate of Arts degree and some have had some college, but no degree.

Experience/Training: Many employers require 6 months of experience in the occupation while some require 12 months. Many employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computers skills.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: possession of public contact skills; ability to apply sales techniques, make change, operate a cash register, demonstrate knowledge of specific products, and stand continuously for two or more hours; and an understanding of inventory techniques.

Promotion Information

Many employers offer promotions from this position to a higher level position, many do not. These positions may include: Outside Sales and Managers.

Available Training

Santa Barbara Business College, Kern Regional Occupational Center and Kern County Regional Occupational Program offer training programs for those people interested in pursuing a career as a Retail Salesperson.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$7.00 per hour with a median of \$6.00. For new hires with experience, the range is \$4.35 to \$8.50 per hour with a median of \$6.13. Workers with three years experience at the same firm may expect earnings ranging from \$4.50 to \$10.88 per hour with median earnings of \$7.75.

Fringe benefits offered to full time employees by most employers include medical insurance and paid vacation. Many employers also offer dental and life insurance, and paid sick leave. Some employers offer vision insurance and retirement plans. Fringe benefits offered to part time employees by some employers include medical insurance, paid sick leave and paid vacation.

Workers in this occupation work an average of 39 hours per week in full time positions, 25 hours per week in part time positions, 10 hours per week in temporary/on call positions and 38 hours per week in seasonal positions.

TELLERS

Description of Occupation

The following definition was used in the survey: Tellers receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions.

Alternate titles in use include Vault Tellers, Merchant Tellers, and Peak Time Tellers. Related occupations not included in the survey are New Account Clerks, Transit Clerks, Loan Interviewers and Loan Credit Clerks.

This occupation has been assigned OES code 531020. Additional information about the occupation may be found in California Occupational Guide No. 109.

Occupational Employment Levels in the Survey Area

This occupation is classified as small with employment projected to decline slowly compared to the overall rate of growth projected for all occupations in the Counties.

Most employers surveyed indicate that employment in this occupation will remain stable over the next three years. Some others expect growth.

Major Employing Industries

Primary sources of employment may be found in the following major industries: National Commercial Banks (SIC 6021), State Commercial Banks (SIC 6022), and Savings Institutions Not Federally Chartered (SIC 6036).

Demand/Supply Assessment

Employers responding to the survey reported some difficulty finding experienced workers and inexperienced workers who meet their hiring standards.

Qualifications for Employment

Education: Employers reported most of their recent hires have completed high school while some have completed some college, but no degree.

Experience/Training: Many employers require 12 months of experience in the occupation while some require 3 to 6 months.

Many employers accept training as a substitute for experience.

Other Skills and Requirements: Employers reported emerging needs for skills such as computer skills and customer services skills.

Many employers responding to the survey reported they require computer skills such as database. Some others require knowledge of spreadsheets.

Although not reported by local employers, important job skills noted by employers in other parts of the state include: ability to work as part of a team, perform routine and repetitive work, operate a 10-key adding machine, and perform basic math calculations; possession of verbal communication skills, record keeping skills, and cash handling skills; and knowledge of alphabetic and numeric filing.

Promotion Information

Most employers offer promotions from this position to a higher level position. These positions may include: Branch Managers.

Available Training

Our research indicates no local agencies provide training for this occupation.

Wages and Fringe Benefits

Wages for new hires with no experience range from \$4.25 to \$11.17 per hour with a median of \$6.00. For new hires with experience, the range is \$7.50 to \$11.97 per hour with a median of \$7.75. Workers with three years experience at the same firm may expect earnings ranging from \$8.50 to \$13.71 per hour with median earnings of \$9.75.

Fringe benefits offered to full time employees by most employers include medical, dental, vision, and life insurance, and paid sick leave and vacation. Some employers also offer retirement plans. Fringe benefits offered to part time employees by most employers include medical, dental, vision, life insurance, and paid sick leave and vacation. Some employers offer retirement plans.

Workers in this occupation work an average of 40 hours per week in full time positions, 24 hours per week in part time positions, and 23 hours per week in temporary/on call positions.

SAMPLING AND RESEARCH METHODS

Introduction

This document was produced through the cooperative efforts of Kern County's Employers' Training Resource (ETR) and the State of California Employment Development Department (EDD). It is part of a statewide program initiated by EDD in 1986 to determine the occupational needs of employers and to match these needs with the skills of local job seekers. This particular study was conducted throughout Kern, Inyo and Mono Counties and represents the opportunity for Kern County's ETR to participate in the annual labor market information program.

Although much of the research is conducted at the local level, the Employment Development Department's Labor Market Information Division (LMID) and its California Cooperative Occupational Information System (CCOIS) group play an active role in all phases, maintaining responsibility for providing employer samples, computer software, technical assistance and guidance. The study incorporates research methods designed to produce reliable data that is evaluated and distributed to benefit community members in a variety of ways. Those involved in the following activities may find the results of this local occupational study valuable:

- Career Counseling
- Vocational Program Planning
- Curriculum Design
- Placement and Job Development
- Program Marketing
- Economic Development
- Wage Data Analysis

This year, the local partner - Kern County's ETR - studied twenty-one different occupations, fifteen in Kern County and six in Inyo/Mono Counties. The procedure for occupational selection, as well as the criteria used by the EDD for sample selection, is outlined below.

Selection of Occupations and Questionnaire Development

The selection of occupations was accomplished through a three phase process: initial screening of possible occupations based on Occupational Forecast Tables supplied by LMID; consideration of suggestions given at a local meeting by community members of Kern, Inyo and Mono Counties; and final evaluation of all occupations that were consistent with

criteria in order to generate a final list of occupations to be surveyed.

The criteria provided by LMID for selection of occupations to be considered as candidates for full surveys were as follows:

- Occupations chosen must require training for entry.
- At least 50 percent of the selected occupations should typically require two years or less of training or classes.
- They must be defined by the Occupational Employment Statistics (OES) classification system.
- At least 20 percent should be blue collar jobs.
- They should represent entry level positions with the potential for upward mobility.
- They should constitute at least one tenth of one percent of wage and salary employment in the contract area.

The following criteria were suggested for occupations in this particular survey:

- Priority should be given to occupations having a greater number of employees in the local job market.
- Those requiring more than two years or less than one month of job preparation should be eliminated.
- Occupations within an OES grouping should be limited to five.
- Occupations with the same first two digits in the OES number should be limited to two.
- Within each OES grouping, priority should be given to occupations with higher wages and perceived job stability.
- Those regularly paid commission or piece rates should be eliminated.

The final list of occupations for Kern County included:

Automotive Mechanics
Dining Room Attendants, Bar Helpers
General Office Clerks
Machinists
Maintenance Repairers, General Utility
Marketing, Advertising and Public Relations Managers
Nurses Aides
Petroleum Technicians and Technologists
Property and Real Estate Managers
Respiratory Care Practitioners
Rotary Drill Operators - Oil & Gas Extraction
Sales Representatives - non-scientific
Stock Clerks - Stockroom, Warehouse
Travel Agents
Veterinary Assistants

The final list of occupations for Inyo and Mono counties included:

**Carpenters
Cashiers
Painters, Paperhangers - Construction
Tellers
Receptionists and Information Clerks
Salesperson - Retail (Non-Vehicle)**

LMID developed the basic questionnaires used for each occupation.

Survey Procedures

Employer samples for each occupation were generated by LMID using a database derived from employer tax records. Samples drawn were based on the expected distribution of occupations in given industries. After obtaining the state-generated samples that included active and inactive employers for each occupation, phone numbers were located using a local directory. All employers in each sample were contacted to verify firm names and addresses; to acquire names and titles of contact personnel; and to verify the existence of the occupation at the firm. The employer master file - part of the project software provided by LMID - was subsequently updated. At this time, if a firm did not employ a specified occupation, if the firm was no longer in business, or if for some other reason the firm could not be included in the survey, employers were then replaced with an alternate from the inactive pool and given an active status. If the inactive list for an occupation was depleted, the active list was augmented with potential employers found in local directories.

After sample clean-up, the questionnaires were mailed. Follow-up letters were sent to employers who did not respond to the initial mail-out. If further contact was needed, employers were telephoned.

As samples for all occupations were completed, the questionnaires were reviewed and coded locally. Responses were input into a database, and all accumulated data was sent to LMID by computer tape. This data was tabulated, analyzed, and organized into final occupational summaries that are included in this document. The information in the summaries includes training and hiring requirements, occupation size, employment trends, and wage and fringe benefit information.

It should be noted that additional occupational information was garnered from sources other than employers. Local unions, employment agencies, trade schools, licensing agencies and training providers were contacted for input.

In addition to gathering information from local employers, training agencies were also surveyed to obtain additional occupational information. Some of the information gathered included the expected number of individuals who complete the training program and training supply data which is the number of people in the training/pre-employment pipeline. Each occupational summary lists agencies providing training, as well as student completion and placement rates when available. Each agency may use a different method of calculation. Employers' Training Resource is not responsible for the accuracy of the data provided by the agencies or the absence of data not provided. Additional information can be obtained by consulting the Kern, Inyo, and Mono Counties Vocational Training Directory or the respective agency.

Please see the section titled "Terms Used in Occupational Summaries" for more information on methods used to analyze data for this report.

TERMS USED IN OCCUPATIONAL SUMMARIES

Information gathered in the course of the Kern/Inyo/Mono Counties Labor Market Information Program is presented in the Occupational Summaries. The sections within each of the summaries, including definitions of terms used, are described briefly below.

Description of Occupation

Occupations are arranged alphabetically by their Occupational Employment Statistics (OES) title, a classification system developed by the Bureau of Labor Statistics. Titles and definitions of occupations are based on the OES dictionary. OES is a broader classification system than the more prevalent Dictionary of Occupational Titles (DOT). Thus, each OES code may include several, more detailed, DOT titles. Cross-referencing is available for the DOT and other common taxonomies in use by educational providers. The description of the occupation includes the following:

- The definition, which is as the occupation was defined in the questionnaire;
- Alternate titles, which include those commonly used by respondents; and
- Related occupations not included, which are listed to clarify survey results and to identify other occupations which may require similar training or provide promotional opportunities.

The OES Code for each occupation is also listed, and the California Occupational Guide for the occupation is referenced. These Guides, published by the Employment Development Department, provide specific information for a wide variety of occupations. Each Guide describes: job duties; working conditions; employment outlook; wages, hours and fringe benefits; training requirements for job entry; opportunities for advancement; and methods of recruitment. These guides include data on a statewide basis and are available upon written request to LMID.

Occupational Employment Levels in the Survey Area

The approximate number employed in each occupation is obtained from the Occupational Forecast Tables provided by LMID. Occupational size refers to the estimated number of workers in the specified county in a particular occupation for 1993. The following scale was used:

<u>Term</u>	<u>Percent of Wage and Salary Employment Total</u>	<u>KERN Occupational Size</u>	<u>INYO/MONO Occupational Size</u>
Small	Less than .15	264 or less	18 or less
Medium	.16 to .30	265 to 520	19 to 36
Large	.31 to .65	521 to 1115	37 to 77
Very Large	.66 and above	1116 or more	78 or more

Growth rates for the years 1993-2000, as projected in the Occupational Forecast Tables, are described by their relationship to growth for all occupations in the survey area. For Kern County the rate is 12.8 percent and for Inyo/Mono Counties the rate is 5.6 percent.

Much faster than average	=	1.50 times average or more
Faster than average	=	1.10 to 1.49 times average
Average	=	0.91 to 1.09 times average
Slower than average	=	0.90 times average or less
No significant change	=	No growth projected (-1% to 1%)
Slow decline	=	Negative growth projected (-1% or less)

Employers were asked whether they expected their firm's employment within an occupation to grow, remain stable, or decline over the next three years. Intermediary sources (employment agencies, unions, trade schools, etc.) also contributed perspectives on impending decreases or increases in job opportunities for specified occupations. Note that employers perspectives may differ from the LMID projections.

Major Employing Industries

Major industries employing each occupation in the survey area are listed with their corresponding Standard Industrial Classification (SIC) code. The SIC system classifies establishments by the principal activities in which they are engaged and covers the entire field of industrial activities.

Supply/Demand Assessment

This section describes the condition of the job market relative to supply and demand, using the following terms:

Great difficulty	-	Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants to fill open positions.
Some difficulty	-	Demand is somewhat greater than the supply of qualified applicants.

		Employers may have some difficulty finding qualified applicants at times.
Little difficulty	-	Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.
No difficulty	-	Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

Qualifications for Employment

This section of the Occupational Summaries provides an overview of the type and amount of education most frequently possessed by recent hires and the type and amount of experience required. Also, an overview of whether or not it is difficult to find fully experienced and qualified applicants and whether or not training is an acceptable substitute for experience is provided. Other parts of this section of the Occupational Summaries include what type of computer software skills are required and the type of skills that are important to surveyed employers. Important job skills are also noted by the CCOIS Statewide Database. Although not reported by local employers, the information is gathered from other parts of the state and provided by LMID. The Occupational Outlook Handbook, which is published by the Department of Labor, was also used to list important job skills.

When reference is made to most, many, some, and few the guidelines below were applied:

Most - reflects more than 50 percent of survey respondents.

Many - reflects 35 to 50 percent of survey respondents.

Some - reflects 10 to 35 percent of survey respondents.

Few - reflects 10 percent or less of survey respondents.

Promotions

This section indicates whether or not employees are promoted to a higher position.

Wages and Fringe Benefits

This section gives wage information - salary range and median - for each occupation based on employer surveys. Wage data categories have standard definitions, enabling salary comparisons across occupations. Wages are given as the average paid by each employer and do not necessarily represent the lowest or the highest. The median represents the midpoint of the ranges of salaries reported with an equal number of higher and lower salaries. Surveyed employers were asked to refer to the definitions below:

New hires, no experience	--	Wages of persons trained or untrained but with no paid experience.
New hires, with experience	--	Starting wage paid to journey-level or experienced persons just starting at the firm.
Experienced, after 3 years	--	Wages generally paid to persons with three years of journey-level experience at the firm.

Also included are data regarding fringe benefits and shift work when applicable.

PREVIOUSLY SURVEYED OCCUPATIONS

Listed below are occupations which have previously been surveyed for Kern, Inyo, and Mono Counties. These reports were published as part of the Occupations for the Nineties Report 1990 and 1991 Editions, and Occupational Outlook Report 1992, 1993, and 1994 Editions. Copies of occupational summaries are available through Employers' Training Resource.

KERN COUNTY

1990

Auto Mechanics	OES853020
Bookkeeping, Accounting, and Auditing Clerks	OES553380
Cashiers	OES490230
Correction Officers, Jailers	OES630170
Data Processing Equipment Repairers	OES857050
General Office Clerks	OES553470
Guards, Watch Guards	OES630470
Home Health Care Workers	OES660110
Maintenance Repairers, General Utility	OES851320
Nursing Aides, Orderlies, and Attendants	OES660080
Packaging and Filling Machine Operators	OES929740
Roustabouts	OES879210
Service Unit Operators	OES879170
Stock Clerks--Stockroom, Warehouse or Storage Yard	OES580230
Teacher Aides, Paraprofessional	OES315210
Truck Drivers, Heavy	OES971020

1990 LIMITED SURVEYS FOR KERN COUNTY

Computer Programmer Aides	OES251080
Traffic, Shipping, and Receiving Clerks	OES580280
Typists	OES553080

1991

Aircraft Mechanics	OES853230
Bus and Truck Mechanics	OES853110

Child Care Workers	OES680380
Computer Operators	OES560110
Computer Programmers	OES251050
Electrical and Electronic Engineering Technicians and Technologists	OES225050
Food Preparation Workers	OES650380
Gardeners and Groundskeepers--Except Farm	OES790140
Grader, Dozer and Scraper Operators	OES979380
Graders and Sorters--Agricultural Products	OES790110
Hand Packers and Packagers	OES989020
Machinists	OES891080
Maids and Housekeeping Cleaners	OES670020
Medical Assistants	OES660050
Petroleum Technicians and Technologists	OES245110
Sales Agents and Placers--Insurance	OES430020
Salespersons--Parts	OES490140
Secretaries, General	OES551990
Tellers	OES531020
Waiters and Waitresses	OES650080
Welders and Cutters	OES939140

1992

Accountants and Auditors	OES211140
Automotive Body and Related Repairers	OES853050
Bus Drivers	OES971080
Carpenters	OES871020
Combined Food Preparation and Service Workers	OES650410
Dental Assistants	OES660020
Dental Hygienists	OES329080
Dispatchers-- Except Police, Fire, and Ambulance	OES580050
Drafters	OES225140
Heating, Air Conditioning, and Refrigeration Mechanics and Installer	OES859020
Janitors and Cleaners-- Except Maids	OES670050
Legal Secretaries	OES551020
Licensed Vocational Nurses	OES325050
Loan and Credit Clerks	OES531210
Medical Secretaries	OES551050
Nursery Workers	OES790050
Office Machine and Cash Register Servicers	OES859260
Radiologic Technologists - Diagnostic	OES329210
Receptionists and Information Clerks	OES553050
Stock Clerks - Sales Floor	OES490210

1993

Bakers-Bread and Pastry	OES650210
Bill and Account Collectors	OES535080
Bus Drivers - School	OES971110
Butchers and Meat Cutters	OES650230
Counter and Rental Clerks	OES490170
Electricians	OES872020
Medical Records Technicians	OES329110
Pest Controllers and Assistants	OES670080
Pharmacy Technicians	OES325180
Physical Therapists	OES323080
Instrument Repairers - Precision	OES859050
Registered Nurses	OES325020
Inspectors, Testers, and Graders - Precision	OES830020
Respiratory Care Practitioners	OES323020
Restaurant Cooks	OES650260
Systems Analysts - Electronic Data Processing	OES251020
Teachers and Instructors - Vocational Education and Training	OES313140
Traffic, Shipping, and Receiving Clerks	OES580280
Truck Drivers, Light - Include Delivery and Route Workers	OES971050

1994

Bookkeeping, Accounting, & Auditing Clerks- Including Bookkeepers	OES553380
Burglar and Fire Alarm Installers and Repairers	OES872020
Cooks - Short Order	OES650350
Data Entry Keyers - Except Composing	OES560170
Electrical and Electronic Engineers	OES221260
File Clerks	OES553210
Food Service Managers	OES150261
Guards and Watch Guards	OES630470
Host, Hostesses - Restaurant, Lounge, or Coffee Shop	OES650020
Hotel Desk Clerks	OES538080
Housekeeping Supervisors	OES610080
Instructional Aides	OES315211
Insurance Claims Clerks	OES533110
Loan Officers and Counselors	OES211080
Lodging Managers	OES150262
Painters, Paperhangers - Construction and Maintenance	OES874020
Paralegal Personnel	OES283050

**Plumbers, Pipefitters, and Steamfitters
Truck Drivers - Heavy Or Tractor Trailer**

**OES875020
OES971020**

INYO AND MONO COUNTIES

1990

**Bookkeeping, Accounting, and Auditing Clerks
Carpenters
Cooks, Restaurant
Hotel Desk Clerks
Nursing Aides, Orderlies, and Attendants
Truck Drivers, Light**

**OES553380
OES871020
OES650260
OES538080
OES660080
OES971050**

1991

**Food Preparation Workers
General Office Clerks
Maids and Housekeeping Cleaners
Salespersons, Retail--Except Vehicle Sales
Secretaries, General
Waiters and Waitresses**

**OES650380
OES553470
OES670020
OES490110
OES551990
OES065008**

1992

**Automotive Mechanics
Cashiers
Gardeners, Groundskeepers - Except Farm
Janitors and Cleaners-- Except Maids
Maintenance Repairers - General Utility
Receptionists and Information Clerks
Truck Drivers - Heavy or Tractor Trailer**

**OES853020
OES490230
OES790140
OES670050
OES851320
OES851320
OES553050**

1995

1993

Child Care Workers	OES680380
Forest and Conservation Workers	OES790020
Nurse Aides	OES660080
Registered Nurses	OES325020
Service Station Attendants	OES978050
Stock Clerks-Sales Floor	OES490210

1994

Amusement and Recreation Attendants	OES680140
Cooks - Specialty Fast Food	OES650320
Dining Room and Cafeteria Attendants and Bartender Helpers	OES650140
Instructors and Coaches - Sports and Physical Training	OES313210
Kindergarten Teachers	OES313022
Maintenance Repairers - General Utility	OES851320
Preschool Teachers	OES313021

